

Silviculture Labour Requirements Survey



Overview

In 2018, Te Uru Rākau, the Forest Owners Association and the Forest Industry Contractors Association conducted a survey of the silviculture and harvesting sectors' labour requirements for 2019.

2018 Workforce Size

Respondents indicated that they had around **1000 people** involved in planting in 2018.

Planting

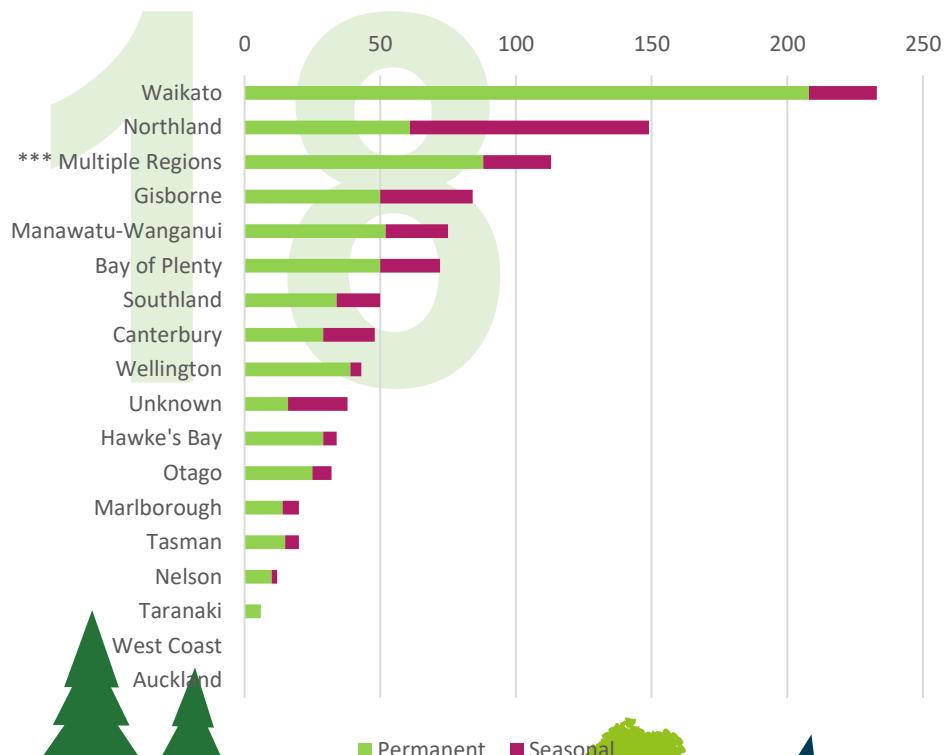
Silviculture contractors reported planting 44,800 ha of exotics, 8,275 ha of natives (excl. Manuka) and 1,700 ha of Manuka in 2018.

Regional Workforce

The main regions for silviculture employment in 2018 were **Waikato**, **Northland** and **Gisborne**, accounting for almost 60 percent of the national silviculture workforce.

Seasonal / Permanent Workforce Mix

71 percent (726 workers) of the silviculture workforce in 2018 was permanently employed and **29 percent** was seasonal. Contractors in Northland, Gisborne and Canterbury employed the largest proportions of seasonal workers.

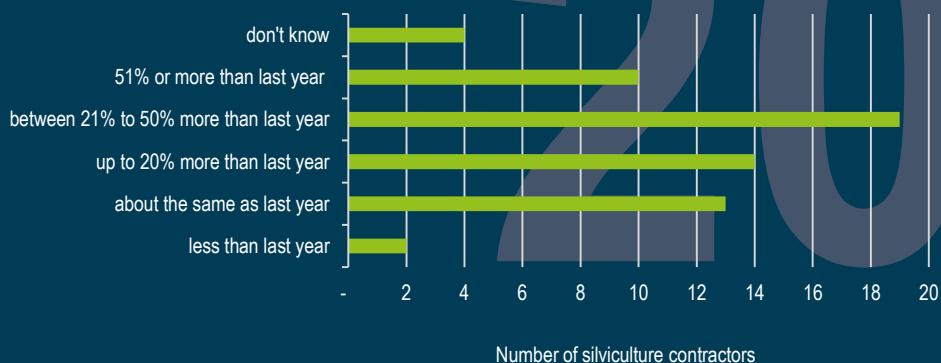


2019 Workforce Size

Silviculture contractors estimate that they will need approximately **1,780 workers** for 2019, an **increase of 750 workers** or around **73 percent** on 2018.

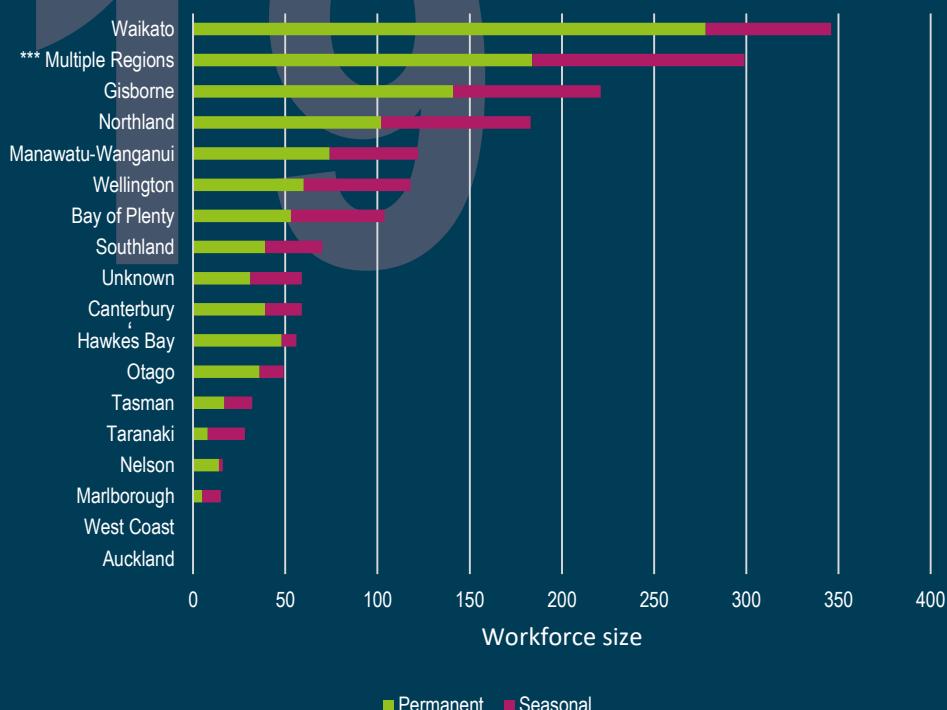
Planting

Most silviculture contractors expect to plant more in 2019.



Seasonal / Permanent Workforce Mix

In responding to the expected increase in work in 2019, silviculture contractors are looking to increase their number of seasonal workers. However, **54 percent** of the new silviculture jobs (403 of the 748 new jobs) are still expected to be permanent roles. There are regional differences. The below chart sets out estimates for total employment for 2019 including both permanent and seasonal roles.



Regional Workforce

The main regions for silviculture employment in 2019 are also expected to be **Waikato**, **Northland** and **Gisborne**. The most significant increases in silviculture employment are expected to be in **Gisborne** and **Waikato (including Central North Island)** regions.

Labour Requirements Survey



Respondents were asked to rate their likelihood of using a recruitment strategy on a 1 to 5 scale. The circles below are the weighted average of responses for all respondents.

Recruitment Strategies

Word of mouth or general social media



Advertising – national/local media or websites



Upskilling existing staff or taking on seasonal workers full-time



Industry advertising – websites, news letters



Migrant labour



Government assisted employment programmes



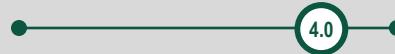
Word of mouth or general social was seen as the most important approach, demonstrating the importance of local networks.

All organisations see that the three main reasons for labour shortages are due to employment conditions, the inability to attract and retain new entrants, and experienced staff leaving the industry.

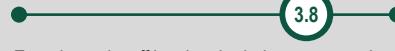
Respondents were asked to rate reasons for labour shortages on a 1 to 5 scale. The circles below are the weighted average of responses for all respondents.

Reasons for labour shortages

Unable to attract/retain new entrants



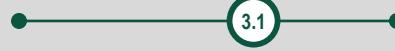
Employment Conditions, e.g. pay rates, hours, location, physical nature



Experienced staff leaving the industry, e.g. retirement



Competition with other industries e.g. farming, construction



Staff moving to other forestry organisations



Increased tree planting demand, e.g. One Billion Trees



Impacts of 1990's forestry planting ready for harvesting and processing



Additional comments on labour and skills shortages

